EXHIBIT E – DIRECT LABOR CLASSIFICATION DESCRIPTIONS

I. TECHNICAL PROFESSIONAL:

Project Manager – Responsible for overall project implementation. Tracks progress and resources (cost & manpower) while documenting and reporting progress and deficiencies. Recommends and implements strategies for solving problems. Ensures appropriate utilization of resources and reports individual performance.

Flexible Structures Softgoods Engineer – Applies conventional engineering practices for flexible structures to develop and document designs, analysis, drawings, and part lists. Must be proficient in the use of industry standard aerospace engineering analysis tools. Must be capable of developing stand-alone functional math models to support specific evaluations, assessments, or studies. The Senior/Lead level Flexible Structures Softgoods Engineer will provide line management for engineering and technical personnel.

Thermal Protection System (TPS) Softgoods Engineer – Applies conventional engineering practices for flexible thermal protection systems to develop and document designs, analysis, drawings, and part lists. Must be proficient in the use of industry standard aerospace engineering analysis tools. Must be capable of developing stand-alone functional math models to support specific evaluations, assessments, or studies. The Senior/Lead level Thermal Protection System (TPS) Engineer will provide line management for engineering and technical personnel.

Engineer – Applies conventional engineering practices to develop and document designs, analysis, drawings, and part lists. Must be proficient in the use of industry standard aerospace engineering analysis tools. Must be capable of developing stand-alone functional math models to support specific evaluations, assessments, or studies. Examples include, but are not limited to, Metallic Structure Engineer, Mechanism Engineer, Pneumatic systems, Electrical. Senior Level Engineers will provide line management for engineering and technical personnel.

Designer – Performs layouts, drafting, and independent design in support of engineering personnel. Specifies equipment and performs supporting calculations.

Test Conductor – Conducts tests or experiments requiring selection and adaptation or modification of test equipment and test procedures; sets up and may operate equipment; records data, measures and records problems that require resolution. Analyzes data and prepares test reports. At higher levels, may advise equipment users on redesign or solve unique operational deficiencies.

Quality Inspector – Works with engineers, supervisors, or technicians, to use proven techniques to evaluate hardware documentation, perform laboratory procedures, inspect products, measure process performance, record data, and prepare formal reports.

****All required degrees must be earned from an accredited institution****

Experience Levels	Recommended Education and Years of Work Experience
Category I	Junior Level – works with direction and oversight from others Bachelor Degree in Engineering, Science, or Mathematics (as appropriate) with up to 3 years experience, or Master Degree with up to 2 years experience
Category II	Journeymen Level – works with little or no direction Bachelor Degree with 4 - 10 years experience, Master Degree with 3 - 6 years experience, Ph.D. with at least 3 years experience, or
Category III	Senior Level – directs others on the team Bachelor Degree with 10 or more years of experience, Master Degree with 6 or more years experience, or Ph.D. with at least 4 or more years of experience
Lead	Senior Level – directs others on the team Bachelor Degree with 20 or more years of experience, Master Degree with 10 or more years experience, or Ph.D. with at least 8 or more years of experience

II. TECHNICIAN:

Technician – Proficient in the relevant skills and techniques necessary to assembly experimental prototype models and hardware to meet engineering requirements. Applies methods outlined by others for developmental projects and has practical understanding of the theoretical principles. Relevant skills include, but are not limited to, applications such as softgoods, TPS materials, machining, composites, instrumentation, and millwrights.

Test Assistant – Conducts routine tests or experiments; records and evaluates data and reports findings. At higher levels, may plan approach and conduct various experiments; may arrange for fabrication of support equipment; may determine test procedures and design of special test equipment.

Facility Operator – Responsible for working with engineers, supervisors, or technicians to maintain manufacturing, assembly, and testing facilities and equipment in order to ensure clean, safe, and healthy facilities are available to conduct tasks.

Experience Levels	**Recommended Education and Years of Work experience**
Category I	High School with more than 5 years of experience, or Associate Degree with up to 4 years of experience
Category II	More than 10 years of experience, or Associate Degree with more than 5 years of experience
Category III	More than 20 years of experience, or Associate Degree with more than 10 years of experience

III. SUPPORT PERSONNEL:

Project Support - Performs specialized administrative support tasks to assist technical, and/or administrative personnel. Performs professional level tasks requiring independent judgments, initiative, and tact.

Scheduler/Cost Analyst – Develops and maintains project level budgets and schedules. Tracks and updates project progress through use of computer-based COTS software.